

# 1183479

Registered provider: Slough Children's Services Trust Limited

Interim inspection

Inspected under the social care common inspection framework

## **Information about this children's home**

This service primarily offers residential short breaks for children who have learning and/or physical disabilities. In exceptional circumstances, the home may provide known children with an extended or full-time care package. The home is registered to provide care and accommodation for up to six children.

The manager registered with Ofsted in December 2018.

**Inspection date: 13 February 2020**

**Date of last inspection:** 21 May 2019

**Judgement at last inspection:** good

**Enforcement action since last inspection:** none

## **This inspection**

### **The effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection**

This home was judged good at the last full inspection.  
At the interim inspection, Ofsted judges that it has sustained effectiveness.

This home was last inspected in May 2019 and was judged to be good. Three requirements and three recommendations were made at this time. The requirements related to the manager's reporting, seeking the views of children after restraints and fully considering the needs of children.

The manager has ensured that effective actions have been taken. For example, all staff have been retrained in the home's approach to behaviour management. Staff have developed a simple, but effective, individualised guide to using the right interventions to promote positive behaviour. A new format has been introduced for exploring children's diverse and complex needs. This has led to further improvements in policies and procedures. The manager has developed awareness within the staff team about the range of needs that children may present. These include needs relating to sexuality, gender identification and religion.

However, the regulation 45 requirement is not yet fully tested. This is because the manager is finalising the report to Ofsted, which is not due until March 2020. The requirement has therefore been extended.

The recommendations have mostly been met. There have been improvements to the assessment of risk and way in which this is recorded and actioned. As a result, staff have increased their vigilance about the wide range of risks that children may be exposed to. Similarly, key working sessions have improved, with enhanced recording and increased regularity. Children are encouraged to sit with staff and reflect on their experiences and to articulate their views and wishes. The introduction of a structured plan for the content of such sessions has contributed to the progress that children are making. The staff team continues to use the bespoke progress measuring tool designed by a member of the home's staff. This is providing clear evidence of children's progress and enables the management team to review the effectiveness of the care provided.

However, one recommendation is judged to be unmet from the last inspection. This related to the condition of the home and it not feeling institutionalised. Some children's bedrooms have drawers missing from wardrobes, and some bedroom drawer handles are missing. There are marks on some carpets, and a child's blind is not fully functional. Two communal bathrooms have unsightly water staining. The staff team works hard to provide a homely environment, but these shortfalls detract from their efforts.

The registered manager is a positive role model and an effective leader. He is supported by an enthusiastic and committed deputy. The staff team is equally

passionate. The staff clearly love their work and invest in the children's progress. Staff retention is very good, and children thrive because of a stable and consistent staff team. There is a solution-focused approach, and staff are empowered to make suggestions and develop their ideas. Regular supervision ensures that staff feel listened to and can discuss their practice. However, there is a tendency to discuss whether there are any concerns about safeguarding rather than exploring the understanding of this area of practice more generally. This is a missed opportunity to upskill the staff team members and test their understanding of this critical area of practice.

Children enjoy staying and living at the home. It is a fun, lively and vibrant place to be. The warmth of the staff team is matched by the enjoyment of the children. When children present as unhappy, staff are quick to complain on their behalf. This commitment from the staff to advocate for the children means that even non-verbal children have a voice that is heard in the home.

## Recent inspection history

Inspection date	Inspection type	Inspection judgement
21/05/2019	Full	Good
05/02/2019	Interim	Declined in effectiveness
23/05/2018	Full	Requires improvement to be good
22/08/2017	Full	Good

# What does the children's home need to do to improve?

## Statutory requirements

This section sets out the actions that the registered person(s) must take to meet the Care Standards Act 2000, Children's Homes (England) Regulations 2015 and the 'Guide to the children's homes regulations including the quality standards'. The registered person(s) must comply within the given timescales.

Requirement	Due date
<p>The quality and purpose of care standard is that children receive care from staff who—</p> <ul style="list-style-type: none"> <li>understand the children's home's overall aims and the outcomes it seeks to achieve for children;</li> <li>use this understanding to deliver care that meets children's needs and supports them to fulfil their potential.</li> </ul> <p>In particular, the standard in paragraph (1) requires the registered person to—</p> <ul style="list-style-type: none"> <li>ensure that the premises used for the purposes of the home are designed and furnished so as to meet the needs of each child and enable each child to participate in the daily life of the home. (Regulation 6 (1)(a)(b)(2)(i)(ii))</li> </ul>	31/03/2020
<p>In order to complete a quality of care review the registered person must establish and maintain a system for monitoring, reviewing and evaluating—</p> <ul style="list-style-type: none"> <li>the feedback and opinions of children about the children's home, its facilities and the quality of care they receive in it; and</li> <li>any actions that the registered person considers necessary in order to improve or maintain the quality of care provided for children.</li> </ul> <p>The system must provide for ascertaining and considering the opinions of children, their parents, placing authorities and staff. (Regulation 45 (2)(b)(c)(5))</p>	31/03/2020

## Recommendations

- Supervision of staff practice should ensure that individual adults in the home are engaged in the safeguarding culture of the home so they understand what they would need to do if they found other staff misusing or abusing their position to the detriment of the safety of a child. ('Guide to the children's homes regulations including the quality standards', page 43, paragraph 9.14)

This also refers to ensuring that safeguarding is a continuous discussion point in staff supervision and focuses on all aspects of safeguarding practice.

## **Information about this inspection**

This inspection focused on the effectiveness of the home and the progress and experiences of children and young people since the most recent full inspection.

Inspectors have looked closely at the experiences and progress of children and young people, using the 'Social care common inspection framework'. This inspection was carried out under the Care Standards Act 2000 to assess the effectiveness of the service, how it meets the core functions of the service as set out in legislation, and to consider how well it complies with the Children's Homes (England) Regulations 2015 and the 'Guide to the children's homes regulations including the quality standards'.

## Children's home details

**Unique reference number:** 1183479

**Provision sub-type:** Children's home

**Registered provider:** Slough Children's Services Trust Limited

**Registered provider address:** Ground Floor West, St Martin's Place, 51 Bath Road, Slough, Berkshire SL1 3UF

**Responsible individual:** Brent Lumley

**Registered manager:** Samuel Tumba

## Inspector

Pete Hylton, regulatory inspection manager

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